



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: June 5, 2012

TITLE: Approval of "Year One Implementations" of the Amphitheater Teacher Performance Evaluation System; Amphitheater Principal and Assistant Principal Evaluation Systems; Amphitheater Custodian Evaluation System

BACKGROUND: Beginning in March of 2011, two Design Teams were formed to examine the new State of Arizona requirements for teacher and principal evaluation. A main component of the revision was the requirement that 33-50% of the evaluation be based on student academic progress data. The Principal Evaluation Design Team was made up of principals and assistant principals. The Teacher Evaluation Design Team was made up of teachers and principals. Both teams were facilitated and chaired by Dr. Roseanne Lopez. Each team met for several hours to align the evaluation systems with the teaching and leadership standards and to make recommendations regarding the student progress data component. Based on these recommendations, and the recommendations of administration, Dr. Jay Midyett worked to develop a data metric, the Overall Weighted Average (OWA), which will be utilized for the student progress component of our evaluation systems.

A pilot of the teacher evaluation system was conducted from March through May by five district principals. Information from their experiences was reviewed and considered for the 2012-2013 version of the instrument presented for the Governing Board's consideration and approval.

A Custodian Evaluation Design Team made up of custodians and administrators met during the spring of 2012. The current evaluation system covers all classified employee groups and does not relate specifically to the important role that custodians play in the cleanliness and basic maintenance of district buildings. The new Amphitheater Custodian Evaluation System is designed to specifically address the job functions of the custodian. The proposed evaluation tool was piloted at four school sites during the spring semester. This pilot was reviewed and supervised by Mr. Doug Aho. Evaluators who piloted the instrument report that the custodial staff is appreciative of an evaluation system that is closely tied to their job functions.

All of the evaluation systems presented for approval this evening will be reviewed during the Year One Implementation (2012-2013) and modifications will be brought to the Governing Board next year as deemed necessary. Each instrument is attached for your reference.

RECOMMENDATION: It is the recommendation of the Administration that the Governing Board approve the new Amphitheater Teacher Performance Evaluation System, the Principal Evaluation System, the Assistant Principal Evaluation System and the Custodian Evaluation System for the 2012-2013 school year.

INITIATED BY:

Roseanne Lopez, Ed.D., Executive Director, Organizational Support Date:

Todd Jaeger, Associate Superintendent

Vicki Balentine, Ph.D., Superintendent

05/25/12 8:20 AM